

INFORMATION PAPER

CEHR-C

6 April 1998

SUBJECT: CP-18 Leadership Development Program

1. Purpose. To provide information on the CP-18 Leadership Development Program (LDP).

2. Facts.

a. Based upon recommendations from a special task group, LTG Ballard, CP-18 Functional Chief, has approved the establishment of a CP-18 LDP, which replaces the CP-18 Executive Development Program (EDP). The LDP is designed to produce a diverse, high potential pool of careerists who will respond to the needs of the U.S. Army during the 21st Century.

b. The LDP will focus on professional development for mid-level CP-18 registrants at the GS-12/13 levels. These individuals represent well over half the entire CP-18 population; 9400 of 16,000 careerists. By contrast to the EDP program, which provided such opportunities to only 1500 GS-14/15 individuals, LDP will broaden professional development to a wider spectrum of the CP-18 population. Individuals at the GS-14/15 levels are not abandoned, but will now be extended special developmental opportunities under the new DoD-sponsored Leadership Development Program (DLAMP), announced regularly at the “<http://www.cpol.army.mil>” Internet Site.

c. The LDP will be a three year program comprised of three parts; formal mentoring, classroom training, and a six month developmental assignment. A CP-18 Oversight and Control Board will assign the LDP enrollees to preidentified developmental positions, with the concurrence of MSCs and MACOMs. LDP enrollees must sign a mobility agreement, develop an Individual Development Plan, complete approved formal classroom training, accept an assigned developmental work experience or position, and submit properly-completed semiannual written progress reports. Failure of an enrollee to accomplish these things or to complete the program within three years will be causes for removal from the program.

d. An enrollee's LDP program begins with formal mentoring to plan the formal training curriculum and developmental assignment(s). Enrolled persons are required to identify a mentor. The formal classroom training will consist of instruction in management, leadership, supervision, human resources/relationships, and Army Management Staff College. Credit will be given to

those who have completed required courses. It is the responsibility of the MSC/MACOM Career Program Managers to monitor the progress of the mentoring, ensuring program compliance. Mentoring meetings must be conducted and reported as completed on the enrollees' written reports. Further information on this new program will become available during the fourth quarter of FY 1998. Enrollment is expected during FY 1999.

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